# AIR NATIONAL GUARD MILITARY DISCRIMINATION COMPLAINT SYSTEM

ANGI 36-3

# COMPLAINT PROCESS PURPOSE

- FOSTER RESOLUTION
  - Open lines of communication
  - Hear all sides of the allegation
- DETERMINE VALIDITY AND MERIT
  - Through inquiry and investigation

# ELEMENTS OF A COMPLAINT

- INDIVIDUAL COMPLAINING
- ACTION/ISSUE THAT HARMED THE COMPLAINANT
- BASIS OF DISCRIMINATION
- DATE OF ALLEGED INCIDENT
- RESPONSIBLE MANAGEMENT OFFICIAL

# PROTECTED BASES

- Race/Color: Includes every race and color
- Sex (Gender): Includes both genders
- National Origin
- Religion
- Sexual Harassment - 2 Types
  - Hostile Work Environment
  - “Quid Pro Quo”
- Reprisal: For prior MEO activity

# ISSUES

- An event, personnel action, condition or decision that caused a person to believe discrimination occurred. Examples:
  - Assignment of Duties
  - Awards
  - Training
  - Harassment (General & Sexual)
  - Promotion

# INFORMAL COMPLAINT

Verbally raising an issue that is based on discrimination. The chain of command is responsible to act on issues raised verbally concerning alleged discrimination.

# INFORMAL COMPLAINTS TIME LIMITS

- A Complaint must be filed within 180 calendar days from the date of the alleged discrimination or the date that the individual became aware or reasonable should have become aware of the discriminatory event or action.

# INFORMAL COMPLAINTS TIME LIMITS

- When a commander receives an informal complaint all required actions will be completed within 30 calendar days or through the next drill period.
- After this period, the complaint can be withdrawn by the complainant or become formal
- The ***only appeal*** of an informal complaint is to formally file a complaint.

# FORMAL COMPLAINT

Filing a written allegation of discrimination with the chain of command.

# FORMAL COMPLAINTS

Lowest Command Level

- Will complete all required actions within 60 calendar days after receipt

- Procedural review to determine acceptance, dismissal, or referral

# COMPLAINT PROCESS

- An Inquiry is conducted first
- By Commander or an assigned individual
- ** MEO personnel are in a advisory capacity only
- Problem not rectified ? - - Investigation initiated
- Conducted by disinterested officer appointed by Commander **

# FORMAL COMPLAINTS Full-Time AGR Time Limits

- Must file within 180 days of incident(s)
- The full-time supervisory chain will process the complaint on behalf and in coordination with the commander
- 14 days to inquire and attempt resolution at each command level
- Process repeated until it reaches the Adjutant General Level.

# COMPLAINT PROCESS NGB LEVEL

- NGB Final Agency Decision will be -
  - No discrimination
  - No Discrimination W/Corrective or Remedial Action
  - Discrimination (in part or in whole) Corrective/Remedial Action Required
- No Further Reviews